



Engineers & Geoscientists
for a Green Economy

Funded by:



Agenda

What is TRCA?

Our Programs – PAIE & M2P

Participating Professions

Outcomes

Program Overview

Employer Involvement

Challenges

Best Practices & Lessons Learned

Next Steps



TORONTO AND REGION
CONSERVATION AUTHORITY

What is TRCA?

Conservation Authorities are local, community-based environmental agencies. They represent a grouping of municipalities on a watershed basis and work in partnership with others to manage their respective watersheds and ensure natural resource management.

With decades of experience in protecting our environment, educating, and engaging communities, TRCA works with governments, businesses, and individuals to build a greener, cleaner, healthier place to live.

Our vision is for a new kind of community, *The Living City*, where human settlement can flourish forever as part of nature's beauty and diversity.



Toronto and Region
Conservation
for The Living City®

Why Bridging?

- Unexpected Opportunity
- Organizational Capacity to Help & Desire to Give Back
- Concerns regarding the Skills Shortage & Succession Planning
- Social Equity as a key component of Sustainable Communities



Our Programs

PAIE & M2P

Innovative Ontario bridge training programs led by TRCA to connect employers with highly skilled professionals, improving access to professional employment and licensing opportunities in the environmental sector.



- **Employment**
- **Licensure**
- **Organizational Change**

Participating Professions

- Civil Engineering
- Construction Management
- Ecology
- Environmental Health and Safety
- Environmental Science
- Environmental Site Assessments
- Geographic Information Systems
- Geology
- Geotechnical / Geoenvironmental
- Green Building
- Hydrogeology
- Mining
- Municipal Engineering
- Planning
- Renewable Energy
- Transportation / Traffic
- Water Resources
- Water/ Waste Water

Outcomes

- **275 ITPs & 110 Employers** engaged to date
- **100 Mentors** Recruited

92% of program graduates are working in their field earning an average of \$55,000 in their first year on the job



Participating Employers

Al Underhill & Associates

Alston Associates

AMEC

Aquatech Dewatering

Aqua Terre Solutions

Beatty & Associates

Behre Dolbear

City of Hamilton

Clearford Industries Inc

Coffey Geotechnics

Cole Engineering

Conestoga Rovers & Associates

Credit Valley Conservation

Devita Associates

Dillon Consulting

DRPA

Earth Tech

Ecoh Management Inc.

EMA Consultants

Environment Canada

Gartner Lee

GEMS

Geo-Canada Ltd.

Graham Bros. Construction Ltd.

Grand River Conservation

Halton Region

Hammerschlag & Joffe Inc.

High River Gold

ICLEI

Jiminex Inc

Ministry of the Environment

Ministry of Natural Resources

Participating Employers

Ministry of Transportation

Pressure Pipe Inspection Company

R-CHAD General Contracting Inc

Region of Peel

R.J. Burnside

Schaeffers Consultants

SENES Consultants

Siemens Canada

Soil Engineers Ltd.

SPL Consultants

Terrapex Environmental

Terraprobe

TMIG

Town of Markham

Town of Oakville

TRCA

Trow Associates Inc.

Turtle Island Recycling

York Region



Program Overview

Initial Assessments

**36 hrs Professional Job Search
Strategies for Technical
Professions**

**24 hrs Corporate Culture &
Communication**

**72 hours Technical Training
(26 Workshops)**

**Project Management Training
(optional)**

Field Excursions

**Unlimited Employment
Coaching & Support**

Our competitive curriculum is developed by regulators, employers, industry experts, professional trainers, and educational institutions. Together we deliver content designed to ensure that our clients hit the ground running.



Sample Technical Workshops



Stormwater Management Standards

ESAs and Reg. 153.04

Technical Reports Writing (1 & 2)

Excel for Engineering (1-3)

HR Code, ESA, OHSA, WHMIS

PEO Licensing – Overview

Transportation Engineering in Ontario

Engineering Design Process (1 & 2)

**Water/Wastewater Treatment Process
G.E. Booth Treatment Facility**

Project Management Training (1-8)

Waterfront & Stream Restoration Projects

Hydrogeology in Ontario

Low Impact Development

APGO Licensing Process

Geotechnical Engineering in Ontario

Intro to ArcGIS Session (1-3)

Hydrologic and Hydraulic Modeling (1 & 2)

Challenges

- Funding Concerns / Lack of Resources
- Strategic & Long Term Planning
- Sustainability & Revenue Generation
- Overwork & Burnout
- Economy
- Employer Engagement
- Client Demand / Program Expansion

Best Practices & Lessons Learned

- Empower, Don't Do
- Think Like an Employer
- Embrace Innovation
- Utilize Social Media
- Work Smarter, Not Harder
- Evaluate & Assess
- Be Flexible / Continuous Improvement
- Utilize Volunteers
- Take a Private Sector Perspective
- Challenge Your Clients
- Appeal to a Variety of Learners
- Bring in Experts
- Follow Political Shifts & Trends
- Set Clear Expectations
- Find a Champion
- Make Strong Matches
- Take Ownership
- Develop Strong Relationships
- Mirror Standard Processes
- Choose Wisely
- Get Instructor Buy-In
- Re-Engage Graduates
- Specialize
- Take Vacation!

Future Directions

- E-Learning
- Social Media Expansion
- Rigorous, New & Enhanced Curriculums
- New Partnerships

Check us out on Social Media

We regularly update these pages with links for jobs, pictures from training, interesting articles, and important announcements relevant to advancing your careers.

The Facebook logo, consisting of the word "facebook" in white lowercase letters on a blue rectangular background.

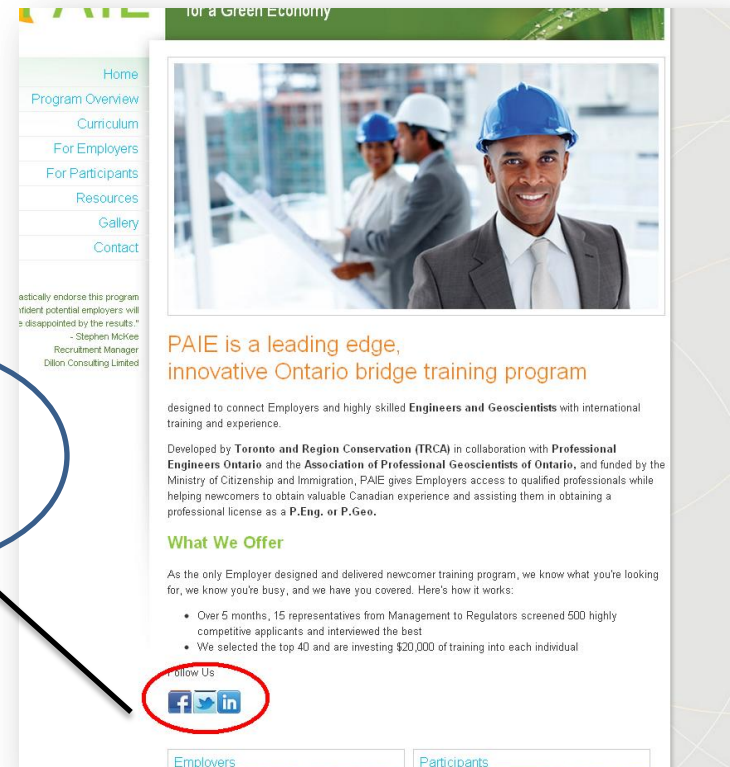
Facebook.com/TRCAPAIE

The LinkedIn logo, featuring the word "Linked" in black and "in" in white inside a blue square.

LinkedIn.com/company/
trca-paie-program

The Twitter logo, featuring the word "twitter" in its characteristic blue, lowercase, rounded font.

@TRCAPAIE @M2PTRCA
@NicoleEPereira
@LizTrenton
@SrnaTweet

A screenshot of the PAIE website. The header includes a navigation menu with links: Home, Program Overview, Curriculum, For Employers, For Participants, Resources, Gallery, and Contact. The main content area features a large photo of three professionals in hard hats and suits. Below the photo, the text reads: "PAIE is a leading edge, innovative Ontario bridge training program". Further down, it states: "designed to connect Employers and highly skilled Engineers and Geoscientists with international training and experience." and "Developed by Toronto and Region Conservation (TRCA) in collaboration with Professional Engineers Ontario and the Association of Professional Geoscientists of Ontario, and funded by the Ministry of Citizenship and Immigration, PAIE gives Employers access to qualified professionals while helping newcomers to obtain valuable Canadian experience and assisting them in obtaining a professional license as a P.Eng. or P.Geo." A section titled "What We Offer" follows, with a sub-header "As the only Employer designed and delivered newcomer training program, we know what you're looking for, we know you're busy, and we have you covered. Here's how it works:" and a bulleted list of program details. At the bottom, there is a "Follow Us" section with icons for Facebook, Twitter, and LinkedIn, which are circled in red. Below this are two tabs labeled "Employers" and "Participants".

www.trca.on.ca/paie



PAIE Staff Team



Nicole Pereira

Senior Project Coordinator
(416) 661-6600 ext. 5567

npereira@trca.on.ca

[in linkedin.com/in/nicolepereira1](https://www.linkedin.com/in/nicolepereira1)



Michelle Benford

Outreach & Job Development
(416) 661-6600 ext. 5584

mбенford@trca.on.ca

[in linkedin.com/in/michellebenford](https://www.linkedin.com/in/michellebenford)

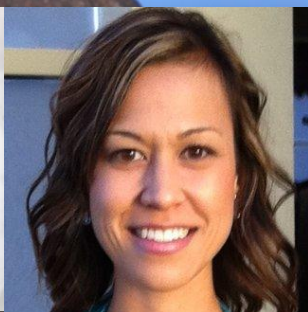


Caustan De Riggs

Coordinator,
Outreach & Job Development
(416) 661-6600 ext. 5934

cderiggs@trca.on.ca

[in linkedin.com/in/caustan](https://www.linkedin.com/in/caustan)



Liz Trenton

Coordinator,
Outreach & Job Development
(416) 661-6600 ext. 5935

ltrenton@trca.on.ca

[in linkedin.com/in/liztrenton](https://www.linkedin.com/in/liztrenton)

M2P Staff Team



Leigha Abergel

Senior Project Coordinator

(416) 661-6600 ext. 5343

npereira@trca.on.ca

[in linkedin.com/pub/leigha-abergel/15/40b/a85](https://www.linkedin.com/pub/leigha-abergel/15/40b/a85)



Joyce Yang

Coordinator,
Outreach & Job Development
(416) 661-6600 ext. 5661

jyang@trca.on.ca

[in linkedin.com/in/yangjoyce](https://www.linkedin.com/in/yangjoyce)



Srna Stambuk

Coordinator,
Outreach & Job Development
(416) 661-6600 ext. 5574

stambuk@trca.on.ca

[in linkedin.com/in/srnastambuk](https://www.linkedin.com/in/srnastambuk)



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